Claims

1-17. (Canceled)

18. (**Currently Amended**) A method for finding a plurality of job candidates suitable for a job requisition, the method comprising:

via at least one ontology-based extractor and at least one ontology-independent extractor, conceptualizing job candidate data for a plurality of job candidates to generate conceptualized job candidate data, wherein the conceptualized job candidate data comprises, for each job candidate, a set of concept scores defining a respective point in an *n*-dimensional concept space, the concept scores including concept scores for at least one job title, and at least one job skill for the job candidate, whereby the job candidates are represented by job candidate points in the *n*-dimensional concept space;

~~receiving~~ **converting a job requisition to** desired job candidate criteria, wherein the desired job candidate criteria comprises a desired job candidate criteria point in the *n*-dimensional concept space;

finding *m* job candidate points closest to the **desired** job candidate criteria point in the *n*-dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the *m* job candidate points as job candidates matching the desired job candidate criteria.

19-66. (Canceled)

67. (**Currently Amended**) A computer-implemented method of finding a job candidate suitable to fill a position, the method comprising:

~~receiving~~ **converting a job requisition to** characteristics desired to fill the position; ~~and~~

matching the characteristics desired to fill the position to a set of a plurality of job candidates via an *n*-dimensional concept space, wherein the ~~receiving~~ **converting** and the matching steps are performed by a computer system**; and**

providing results indicating a plurality of job candidates matching the characteristics desired to fill the position.

68. (Original) The method of claim 67 wherein

the plurality of job candidates are represented by a plurality of job candidate representations in the *n*-dimensional concept space;

the characteristics desired to fill the position are represented by a point in the *n*-dimensional concept space; and

the matching is performed via a distance function to find the m job candidate representations closest to the point in the *n*-dimensional concept space.

69-72. (Canceled)

73. (Previously Presented) The method of claim 18 wherein the job candidate data comprises assessment results of the job candidate.

74. (Previously Presented) The method of claim 18 wherein the extracting is performed based on detecting a synonym of the concept in the job candidate data.

75. (Previously Presented) The method of claim 18 wherein the concept scores are based at least in part on a level of experience for at least one of the concepts.

76. (Previously Presented) The method of claim 18 wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.

77. (**Currently Amended**) At least one computer-readable storage medium having stored thereon computer executable instructions, which instructions when executed by a computer system cause to be performed a method of finding a plurality of job candidates suitable for a job requisition, the method comprising:

via at least one ontology-based extractor and at least one ontology-independent extractor, conceptualizing job candidate data for a plurality of job candidates to generate conceptualized job candidate data, wherein the conceptualized job candidate data comprises, for each job candidate, a set of concept scores defining a respective point in an *n*-dimensional concept space, the concept scores including concept scores for at least one job title, and at least one job skill for the job candidate, whereby the job candidates are represented by job candidate points in the *n*-dimensional concept space;

~~receiving~~ **converting a job requisition to** desired job candidate criteria, wherein the desired job candidate criteria comprises a desired job candidate criteria point in the *n*-dimensional concept space;

finding *m* job candidate points closest to the job candidate criteria point in the *n*-dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the *m* job candidate points as job candidates matching the desired job candidate criteria.

78. (Previously Presented) The at least one computer-readable storage medium of claim 78, wherein the job candidate data comprises a resume of the job candidate.

79. (Previously Presented) The at least one computer-readable storage medium of claim 78, wherein the job candidate data comprises assessment results of the job candidate.

80. (Previously Presented) The at least one computer-readable storage medium of claim 78, wherein the extracting is performed based on detecting a synonym of the concept in the job candidate data.

81. (Previously Presented) The at least one computer-readable storage medium of claim 78, wherein the concept scores are based at least in part on a level of experience for at least one of the concepts.

82. (Previously Presented) The at least one computer-readable storage medium of claim 78, wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.

83. (**Currently Amended**) A system for finding a plurality of job candidates suitable for a job requisition, the system comprising:

memory for storing computer executable instructions; and

at least one processor operable in conjunction with the instructions stored in the memory for finding the plurality of job candidates suitable for the job requisition by performing the following:

via at least one ontology-based extractor and at least one ontology-independent extractor, conceptualizing job candidate data for a plurality of job candidates to generate conceptualized job candidate data, wherein the conceptualized job candidate data comprises, for each job candidate, a set of concept scores defining a respective point in an *n*-dimensional concept space, the concept scores including concept scores for at least one job title, and at least one job skill for the job candidate, whereby the job candidates are represented by job candidate points in the *n*-dimensional concept space;

~~receiving~~ **converting a job requisition to** desired job candidate criteria, wherein the desired job candidate criteria comprises a desired job candidate criteria point

in the *n*-dimensional concept space;

finding *m* job candidate points closest to the job candidate criteria point in the *n*-dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the *m* job candidate points as job candidates matching the desired job candidate criteria.

84. (Previously Presented) The system of claim 83 wherein the job candidate data comprises a resume of the job candidate.

85. (Previously Presented) The system of claim 83 wherein the job candidate data comprises assessment results of the job candidate.

86. (Previously Presented) The system of claim 83 wherein the extracting is performed based on detecting a synonym of the concept in the job candidate data.

87. (Previously Presented) The system of claim 83 wherein the concept scores are based at least in part on a level of experience for at least one of the concepts.

88. (Previously Presented) The system of claim 83 wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.

89. (**New**) The method of claim 18 wherein the job candidate data comprises a resume of the job candidate.